

IEEE Region 8



Diversity, Equity and Inclusion Committee (DEI)

Gheith Abandah

122nd IEEE Region 8 Committee Meeting, Vienna, Austria

March 2, 2024

R8 DEI Committee



Gheith Abandah

Jordan



Dusanka Boskovic

Bosnia and
Herzegovina



Adeel Sultan

UAE



Alex Böhm

Germany



Simay Akar

Turkey



Patience
Enahoro

Nigeria

Outline

- ▶ Introduction
- ▶ Region 8 Diversity and Inclusion Analysis
- ▶ Extending the Analysis to Additional OU Types
- ▶ Geographic Area Inclusion in Region 8 Volunteers
- ▶ The Shared Folder for the Analysis Results
- ▶ Sections' Reporting on DEI
- ▶ Plans

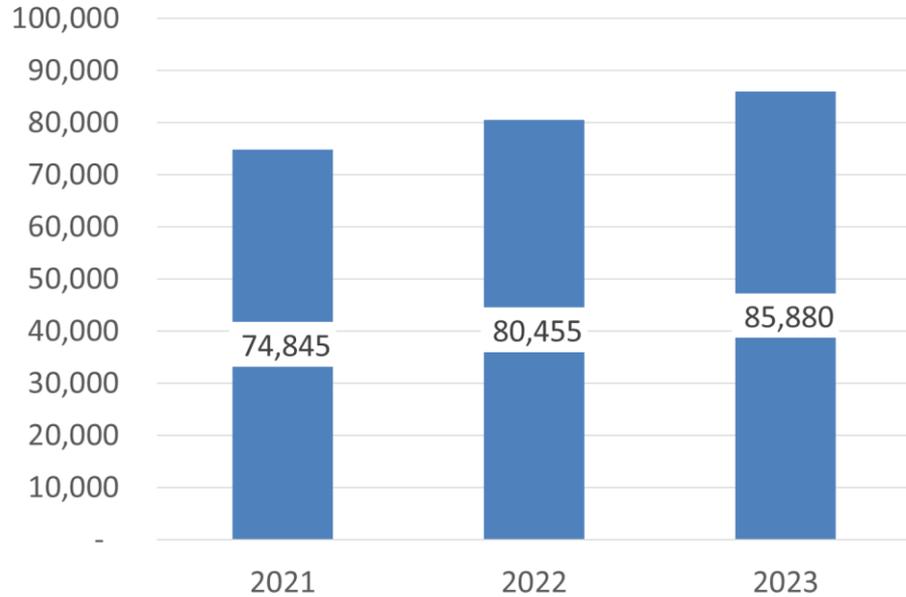
IEEE Diversity Statement

From IEEE Policy 9.8 – Adopted in 2019

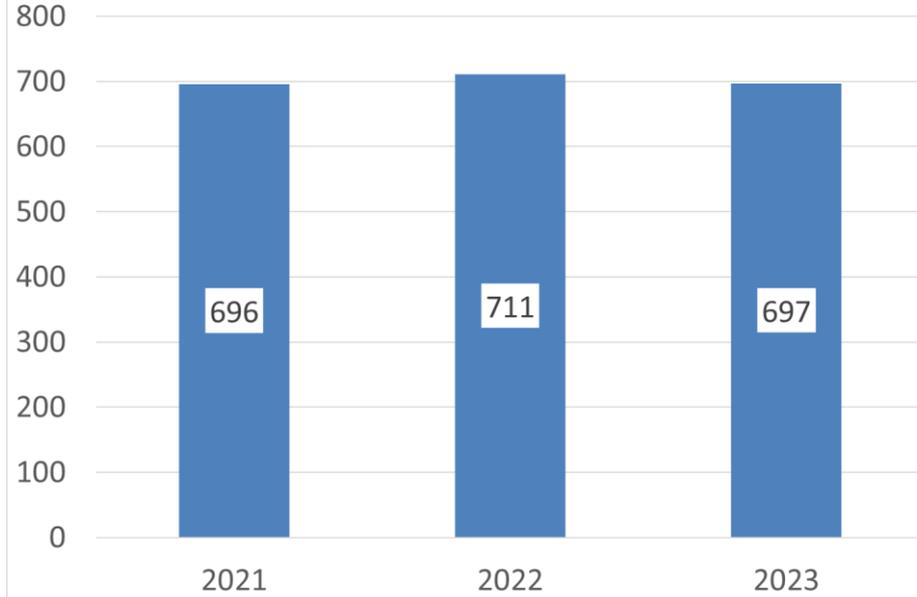
IEEE's mission to foster technological innovation and excellence to benefit humanity **requires** the talents and perspectives of **people with different** personal, cultural, and disciplinary backgrounds. **IEEE is committed to advancing diversity** in the technical profession, and to **promoting an inclusive and equitable culture** that welcomes, engages, and rewards all who contribute to the field, **without regard to** race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression.

Region 8 Diversity and Inclusion Analysis

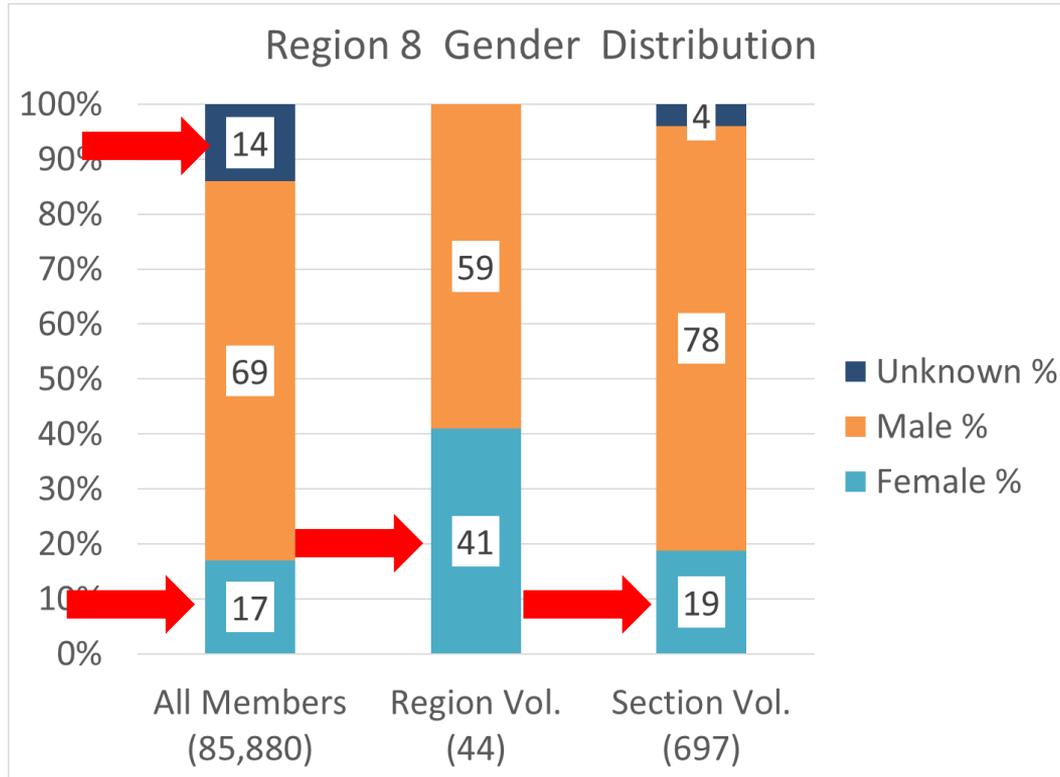
Region 8 Members



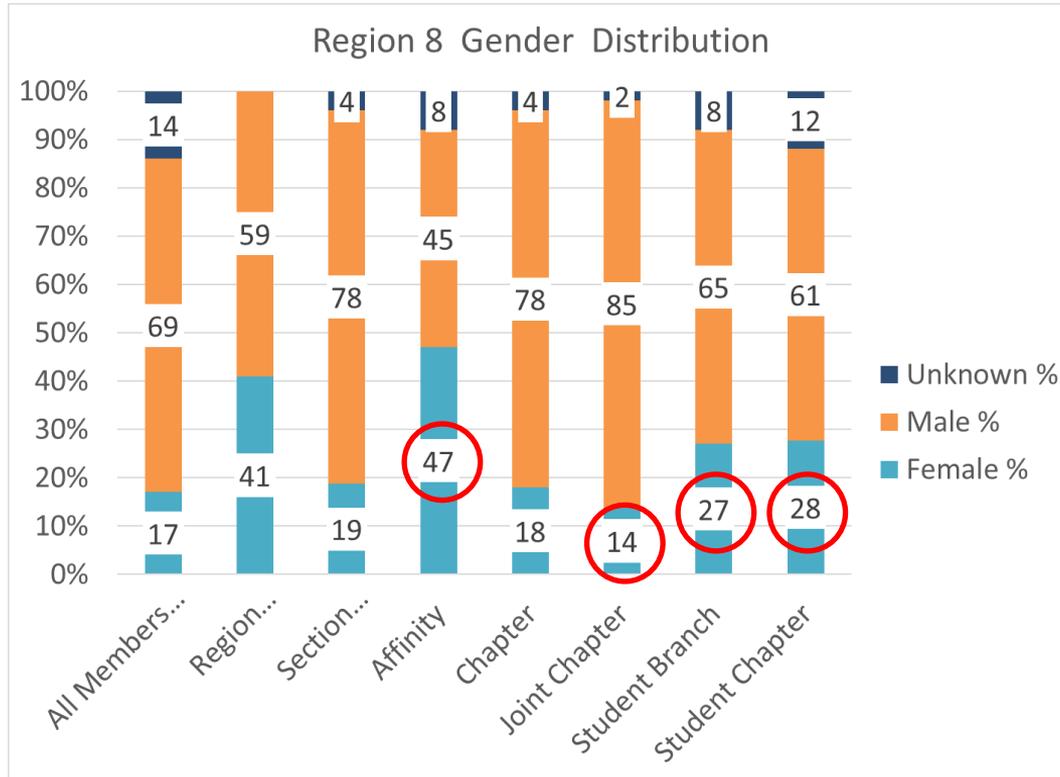
Region 8 Section Volunteers



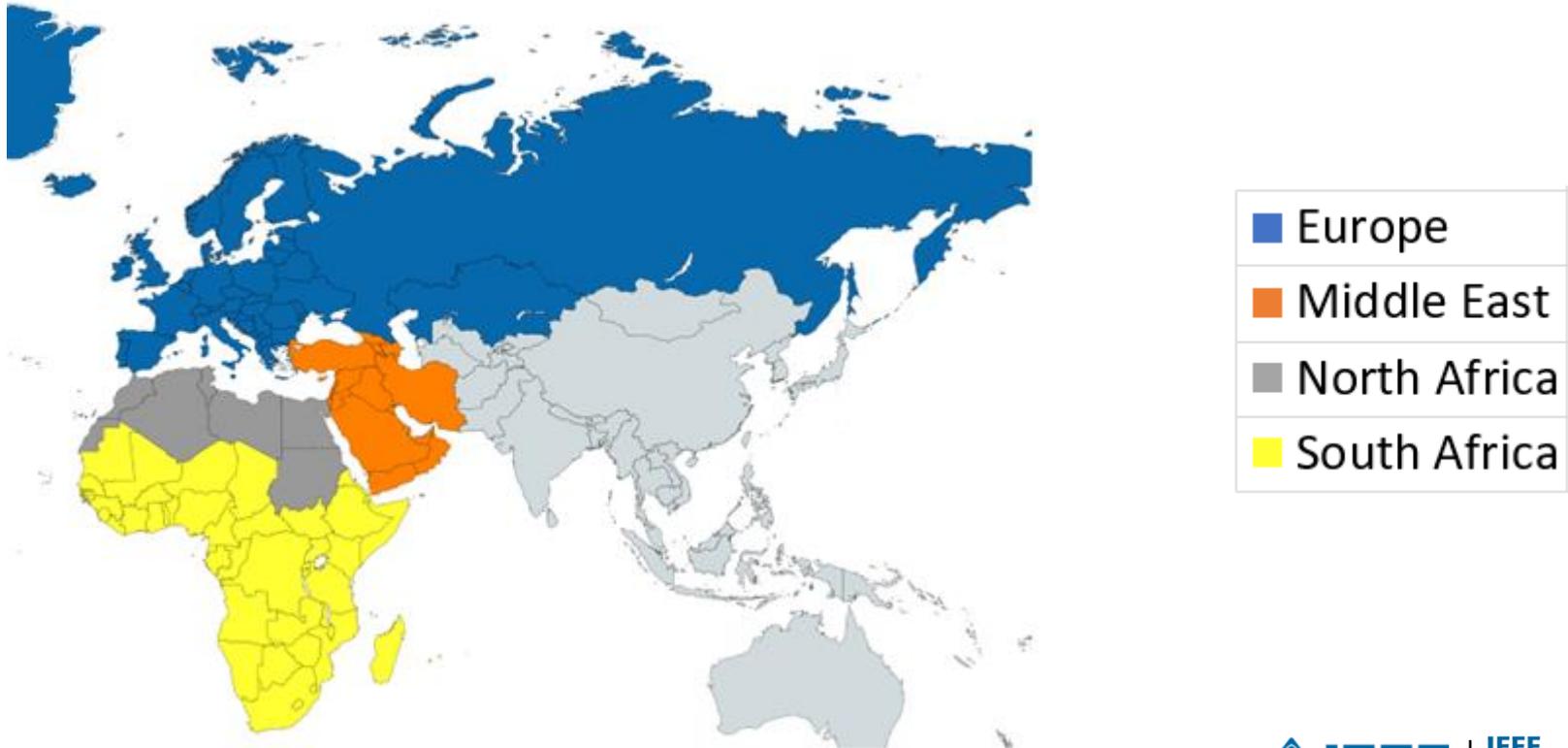
Analyzing Diversity and Volunteer Inclusion (Region, Sections)



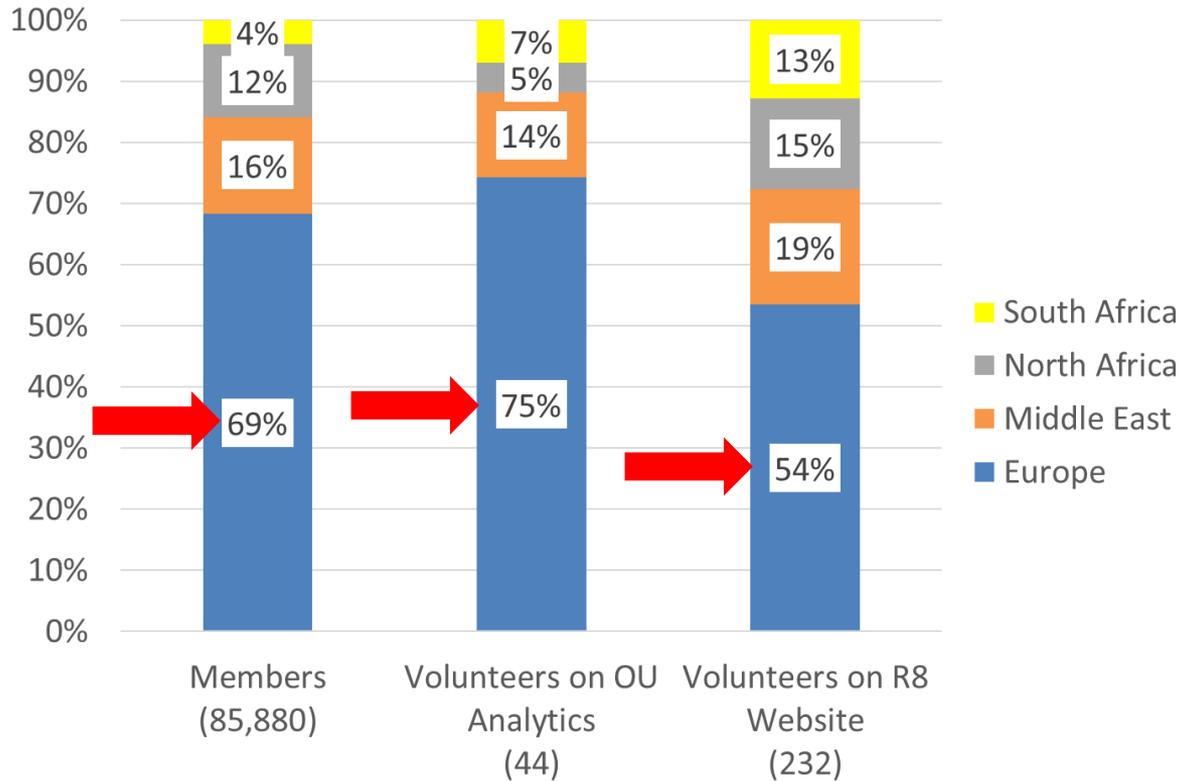
Extending the Analysis to Additional OU Types



Geographic Area Inclusion in Region 8 Volunteers



Member Diversity and Inclusion in Region 8 Volunteers



The Shared Folder for the Analysis Results

Shared with me > R8-DEI > Shared Folder > Region 8 Diversity and I...

Type ▾ People ▾ Modified ▾

Name ↑	Owner	Last modified ▾
 Sections Reports	 me	Feb 21, 2024 me
 00 Region 8 Diversity and Inclusion Metrics 2023.pdf 	 me	Feb 29, 2024 me
 01 membership_by_section_gender.xlsx 	 me	Feb 21, 2024 me
 02 membership_by_section_grade.xlsx 	 me	Feb 21, 2024 me

Sections Reports

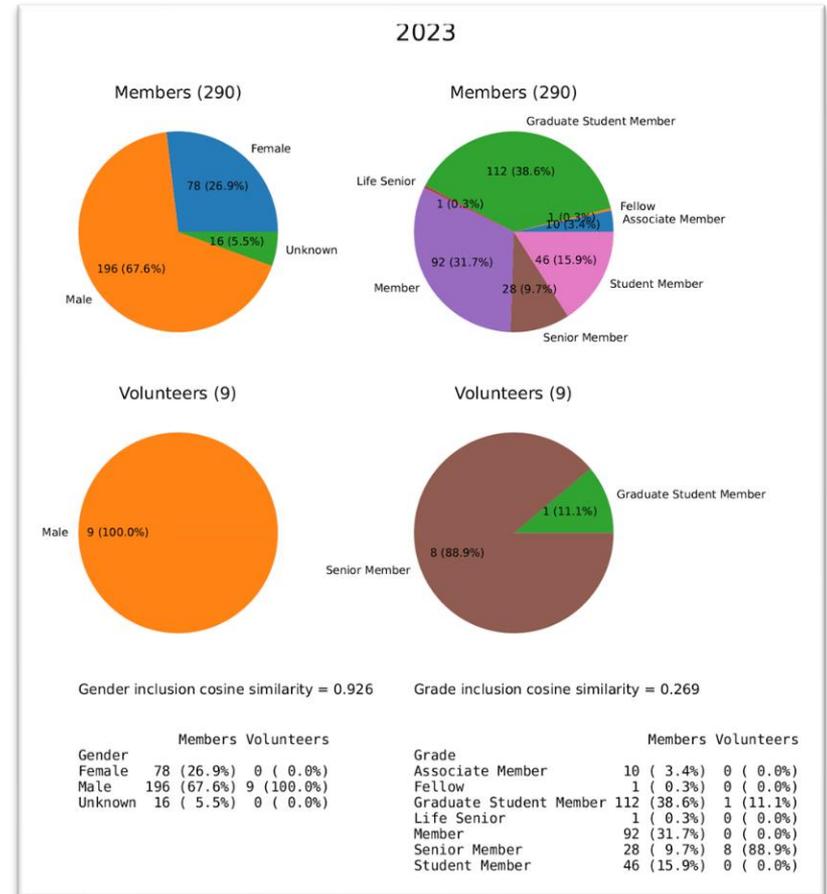
 Algeria Section
 All
 Austria Section
 Bahrain Section
 Benelux Section
 Bosnia And Herzegovina Section
 Bulgaria Section
 Croatia Section

Name	↑
 Algeria Section OUs - Gender Inclusion.xlsx	
 Algeria Section OUs - Grade Inclusion.xlsx	
 Algeria Section.pdf	

Section D&I Report

- ▶ Membership Diversity (Row 1)
- ▶ Volunteer Inclusion (Row 2)

- ▶ Aspects
 - Gender (Column 1)
 - Membership Grade (Column 2)



Section OUs Reports (Gender and Grade Diversity)

OU Type	OU Name	All	Life Senior	Member %	Affiliate Mem	Fe Member	Student M	Affiliate %	ior Memb	ent Memb	All %
All	Malta Sect	124	2	58	2	1	6	3	20	9	100
All	Section Vo	17	0	53	0	0	0	0	47	0	100
Affinity	Malta Sect	1							100		100

	OU Type	OU Name	Female	Male	Unknown	All	Female %	Male %	Unknown %	All %	Cosine Similarity
0	All	Malta Section	13	108	3	124	10	87	2	100	
5	All	Section Volunteers	3	14	0	17	18	82	0	100	0.99545662
1	Affinity	Malta Section Affinity Group, WIE	1			1	100			100	
2	Chapter	Malta Section Chapter,C16		2		2		100		100	
3	Section	Malta Section	2	10		12	17	83		100	
4	Student Branch	University of Malta		2		2		100		100	

Sections' Reporting on DEI



The 120th IEEE Region 8
Committee Meeting

<http://march-2023.ieeer8.org/>
Bucharest, Romania, 25–26 March 2023

Section Name

Reporting Officer Name

Section Vitality

Please provide information about the date of last Section elections, date of next elections, and do you have the practice of Vice-Chair becoming the next Section Chair. Section ExCom meetings (list them and provide brief summary if appropriate). List the activities carried out to retain and recruit members and the results obtained.

Students

List of Student Branches (SB) in your Section, the newly formed or dissolved SBs, if any since the last meeting reporting. List the student meetings held and Section activities addressed to Students and Young Professionals.

Affinity Groups

List of Affinity Groups (YP, LM, WiE, SIGHT, etc.), list of SB AGs, newly formed or dissolved AGs/SB AGs, if any since the last meeting reporting. List the activities intended to support affinity groups.

Chapters

List of Chapters and SB Chapters in your Section, the newly formed or dissolved Chapters, if any since the last meeting reporting. Indicate how many have reported on time and received rebate. Highlight some of the activities.

Industry

List the activities carried out to foster relations with Industry and the results obtained.

Diversity, Equity, and Inclusion

Highlight any diversity metrics (gender, age, religion, geographical, employment, etc.), new initiatives, best practices and progress around diversity and inclusion happening in your Section. Link to IEEE DEI statement <link>.

Activities since the last report

Highlight some of the activities in your Section, with special attention to the things that work well, and things that don't, so that your acquired know-how can be used by other Sections.

Planned activities

Highlight some of the future activities and initiatives in your Section.

How Region 8 can be of help to your Section, members, and activities

List any challenges you Section is facing and what support is required from the Region 8. Please, also, give us your suggestions for agenda items that you want to be discussed during the R8 Committee meeting.

Any other issues of interest

August 2023

	Sections	%
DEI part filled	28*	47%
DEI part empty	1	2%
DEI section not present	13	22%
No report	17	29%
Total	59	100%

* 13 reports have no change from Mar 2023

Plans

- ▶ Continue analyzing Region 8 diversity and inclusion.
- ▶ Track progress in D&I over time.
- ▶ Remote workshop for Region 8 volunteers on advancing diversity and inclusion (23 May 2024, tentative).

Link to the Shared Folder:
<https://t.ly/Uh7B>

Questions?

